

**Texas State University**  
**2012-2017 University Goals and Initiatives**  
**College of Health Professions 2012-2013 Plan Progress**

***Goal 1: Promote academic quality by building and supporting a distinguished faculty.***

- 1.1 Increase average full-time faculty salaries at all ranks.

- 1.2 Increase number of full-time faculty.

- 1.3 Attract and retain highly competent faculty by providing annual merit increases based on performance.

- 1.4 Provide a university infrastructure (including equipment and facilities) to support teaching, research, and scholarly and creative activity.

Faculty had access to SMART classrooms and the departments purchased any necessary teaching materials using the academic operating accounts. Faculty have accessed Texas State University's Professional Development to address pedagogy and integration of technology into the curriculum.

The Department of Communication Disorders has two research labs shared by faculty members. The communication disorders faculty now have access to a consultant for assistance with research methodology and statistical analysis. All tenured and adjunct faculty are funded to attend and present at least one national conference per year that allows them to disseminate their research findings.

Clinical Laboratory Science acquired an ABI qPCR piece of equipment which allowed collaboration across colleges. Specifically, a biology doctoral student is working with the equipment (Dr. Ceballos is dissertation Chair). Dr. Rohde continues to work with both internal and external graduate students on thesis and dissertation projects (e.g. undergraduate CLS student, PT graduate student, and PT faculty working on a collaborative MRSA PT prevalence study).

The School of Health Administration matched funding provided from the University to support faculty research and scholarly activities. Faculty also

requested additional funding from the school director for specific projects, including hiring graduate assistants.

The Health Information Management lab (HPB 215B) was upgraded in summer 2013 with the following equipment: Promethean ActiveBoard 500 Pro (87"), PolyCom Mobile Video Conferencing System, ceiling mounted projector and speakers, new electrically operated projector screen, new media cabinet. The HPB 215 renovation required new cabling in the room. This project was funded through the PUREHIT grant.

The St. David's School of Nursing expended \$56,224 on equipment and upgrades to the infrastructure of the simulation laboratories in the school of nursing to support faculty teaching.

The Department of Physical Therapy provided support for equipment purchases and doctoral instruction assistants for faculty in support of their teaching and creative activities.

The Department of Respiratory Care purchased lab equipment that enhanced teaching in classroom/labs while also providing necessary equipment needed to provide opportunity for faculty research initiatives.

The radiation therapy faculty have worked collaboratively with the Texas State Virtual Reality Lab Director, Dr. Kenneth Smith to secure space and equipment in a joint effort to pursue creative research and grant funding.

**1.5 Offer academic programs that are nationally and internationally competitive.**

All College of Health Professions academic programs maintained accreditation from the following national accreditation agencies:

American Speech-Language-Hearing Association  
Council on Academic Accreditation in Audiology and Speech-Language Pathology  
Association of University Programs in Health Administration  
Commission on Accreditation of Healthcare Management Education  
Commission on Accreditation of Allied Health Education Programs  
Commission on Accreditation for Health Informatics and Information Management Education  
Commission on Accreditation in Physical Therapy Education  
Commission on Accreditation for Respiratory Care  
Joint Review Committee on Education in Radiologic Technology  
National Accrediting Agency for Clinical Laboratory Sciences  
Commission on Collegiate Nursing Education

**1.6 Strengthen research and scholarly/creative activity efforts through achieving increases in grant expenditures and increasing collaboration across disciplines.**

**The College of Health Professions' faculty are encouraged to apply for grants both internal and external and to present at state and national meetings. The College received \$24,392 in Research Enhancement Program grants.**

**Clinical laboratory science faculty members have been involved in multiple collaborative research projects including (1) a MRSA prevalence study with the St. David's School of Nursing, Student Health Center, and the Criminal Justice Department, and (2) a microbial decomposition project with Texas A&M, USDA, Dayton University, and the Texas State Forensic Anthropology Research Facility, and (3) several student-faculty undergraduate projects resulting in publications and national student poster awards (collaborative with nursing, PT, microbiology). Additionally, Clinical Laboratory Science Program Chair was on multiple internal and external (U.T. School of Nursing) thesis and dissertation committees.**

**Three clinical laboratory science faculty members (and other co-authors) were named Distinguished Authors by the American Society for Clinical Laboratory Science (ASCLS), and a clinical laboratory science undergraduate student was awarded first place in a national undergraduate poster competition by ASCLS.**

**The Department of Health Information Management and the St. David's School of Nursing had funded grants from the Texas Higher Education Coordinating Board in the amounts of \$284,405 for health information management and \$723,000 for nursing.**

**The Department of Respiratory Care collaborated in two sleep research studies, one with a faculty from the School of Music and the second with the Department of Psychology. Respiratory care faculty also collaborated in publications with the Clinical Laboratory Science Program.**

**The Radiation Therapy Program has collaborated with the School of Social Work's virtual reality lab.**

**1.7 Provide reasonable start-up funds in order to attract and retain distinguished faculty and to provide the essential equipment to conduct research and attract external grants.**

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**1.8 Support faculty efforts in international research.**

The Department of Communication Disorders has entered into an international collaboration with Dr. Margarita Ramos from Pro-Ed Latinoamericano in Monterrey, Mexico. As a result of this collaboration, communication disorders faculty members Dr. Maria Resendiz, Ms. Clarissa Rodriguez, and Dr. Diana Gonzales are engaging in research involving families with children diagnosed with communication disorders. The summer program for these families from Mexico is referred to as the Multicultural Intensive Speech Therapy Intervention Clinic (MISTIC). This summer was the second annual MISTIC program. This international research collaboration is supported by the department and the College of Health Professions.

Clinical Laboratory Science Program Chair, Dr. Rodney Rohde, has been appointed to several international advisory boards, journals (associate editor, consulting editor) and reviewer. Advisory boards include: Orion Research & Management Services; Cleanint; Johnson & Johnson Advanced Sterilization Products, Healthcare Environmental Disinfection; and DSHS Statewide Healthcare-Associated Infections. Dr. Rohde is editor of the BMC Research Notes and ASCLS journals, and reviewer of the Emerging Infectious Disease journal and the Internal Journal of Molecular Sciences.

The School of Health Administration faculty member, Dr. Ram Shanmugam participated in annual international statistics conferences and research. In 2013, he attended the 5<sup>th</sup> International Conference on Computer Engineering and Technology in Vancouver, Canada.

Dr. Karen Gibbs, faculty member from the Department of Physical Therapy, traveled internationally to Wales to initiate collaborative activities for research and student exchange with Cardiff University in Cardiff, Wales.

**1.9 Maintain Emerging Research University status and pursue the Texas Research Incentive Program (TRIP).**

The College of Health Professions' programs of health administration and nursing have submitted research initiatives for TRIP funding. Health administration with the Williamson Foundation and nursing with the St. David's Foundation.

***Goal 2: Provide opportunities for a public university education and contribute to economic and cultural development.***

- 2.1 Move forward on the *Closing the Gaps* goals of participation, success, excellence, and research.

- 2.2 Continue engagement in the economic and cultural development of the region.

The College of Health Professions faculty members participated on several community boards. The College gives attention to student profile and reports student diversity as: 8% Black, 24% Hispanic, Asian/Indian 5%, 2% Multi-Race, and 61% White.

The Department of Communication Disorders has continued to develop cognates/minors that allow for the continued engagement of developing a very specialized personnel workforce in the areas of fluency, bilingualism, autism, versatility in practice (VIP), and neurogenics, voice & swallowing (NVS). In addition, individuals from the community receive services at our Speech-Language-Hearing Clinic.

- 2.3 Increase student scholarships and graduate student financial support in an effort to improve recruitment and retention of high achieving students.

- 2.4 Internationalize the curriculum.

The College of Health Professions' degrees have included units of study on internationalization and global healthcare.

- 2.5 Support faculty and students in pursuing global academic experiences, e.g. study abroad, internships, field placement, research, service learning.

The College of Health Professions' disciplines of clinical laboratory science, communication disorders, health administration, health information management, nursing, physical therapy, radiation therapy, and respiratory care require students to participate in clinicals, internships and field study. Placements are approved in-state, out-of-state, and at times internationally.

Two students from the Department of Health Information Management participated in the foreign exchange program and attended the Fashhochschule Hannover University of Applied Sciences and Arts in Hannover, Germany. In exchange, two faculty from the German university provided lectures to Texas State health information management students

and met with faculty. One student from Germany attended Texas State in the fall 2012 semester and another student is attending this fall semester.

Twelve nursing students, accompanied by two nursing faculty members, were involved in a service mission project in Nicaragua during winter break 2012. The students raised money for the trip and for supplies. They travelled to rural communities teaching health promotion and served in hospitals both to learn and provide service.

Dr. Karen Gibbs, a faculty member in the Department of Physical Therapy visited Cardiff University in Cardiff, Wales and discussed student and faculty exchange programs with the physical therapy program.

- 2.6 Maintain a vigorous, targeted recruitment and marketing campaign.

- 2.7 Recognize the role of moving to the FBS in developing the image of the university and enhancing economic and cultural development.

- 2.8 Enhance and support distance learning and Friday/Saturday course delivery.

The College of Health Professions' programs of communication disorders, health administration, health information management, nursing, and respiratory care have at least one course on-line or in a hybrid format. In the School of Health Administration, the Long Term Care Certificate is on-line; the Department of Health Information Management continues the on-line BSHIM degree and nursing implemented the MSN program on-line.

***Goal 3: Provide a premier student-centered, educational experience that fosters retention and success.***

- 3.1 Increase student retention through collaborative programs across the university.

The College of Health Professions' student retention for the co-hort programs range from 89-100%. Students are kept engaged through a variety of collaborative programs across the university such as Bobcat Days, Bobcat Build, Be the Match bone marrow drives, blood drives, and participation with student organizations. In addition, students are referred to the Student Learning Assistance Center as needed.

**Nursing has an Admission and Retention Coordinator in place who works with students who are struggling academically and financially in conjunction with school of nursing faculty. Individual and group programs have been set up to meet the academic remediation needs of students. One of the nursing faculty also had half of her workload bought out to work with students in the area of retention and success via a grant from the Texas Higher Education Coordinating Board designed specifically to study how to retain student deemed at risk.**

**3.2 Enhance quality and consistency of academic advising services.**

**The College of Health Professions offers outstanding academic advising through the Advising Center with advisors trained specifically in the nuances of each departments' requirements. Additional advising is provided by chairs and assigned faculty.**

**3.3 Develop an Honors College to better attract and engage high achieving students.**

**Health administration faculty, Dr. Oren Renick teaches a honor's course and the chair of the Clinical Laboratory Science Program, Dr. Rodney Rohde works with the Honors College by supporting clinical laboratory science undergraduates to participate in the Honors College undergraduate research conference.**

**3.4 Recognize and support intercollegiate athletics and the arts as vehicles to promote a well-rounded collegiate experience for all students**

**Athlete special needs for attendance and testing are accommodated.**

**3.5 Refine student learning outcomes and appropriate assessment measures within each academic program and general education curriculum to ensure program improvement and provide evidence of student success.**

**The College of Health Professions' eight academic units monitor, collect data, develop action plans and report student learning outcomes.**

**3.6 Refine administrative and educational support, research, and public service outcomes and appropriate assessment measures within identified departments to ensure improvement and provide evidence of success.**

- 3.7 Recognize the importance of academic and administrative program review processes to facilitate program improvement in support of the University mission.

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- 3.8 Foster an environment that cultivates students to become successful, engaged alumni.

The College of Health Professions engage with alumni in numerous ways to include the following: the Department of Communication Disorders in January of 2013, established a communication disorders FaceBook page and twitter account in an effort to cultivate more engaged alumni.

The Clinical Laboratory Science Program maintains an active alumni email distribution list to provide information and retention of engaged alumni. Clinical laboratory science faculty maintain professional contact with alumni through local, state, and national conferences and events. Alumni are employed as adjunct faculty when needed and serve as clinical teachers in multiple clinical affiliate sites to instruct current students. This interaction shows students the value in clinical laboratory science degree while also encouraging them, in turn, to stay engaged after graduation.

The Department of Health Information Management maintains a health information management alumni email distribution list. Alumni are informed of "save the date" events such as the HIM Spring Conference. Faculty continue to sponsor the annual alumni event at the state professional meeting.

The School of Health Administration offers a number of opportunities for students to network with alumni and other individuals working in the field. Alumni events occur during the fall and spring - annual conference, guest lectures, Healthcare Leadership Coalition meetings and speakers, and social media.

The St. David's School of Nursing alumni were inducted into the first St. David's School of Nursing Honor's society in spring 2013. Alumni have been invited to present to incoming students regarding successful behaviors while in the nursing program and to seniors ready to interview for post-graduation RN positions.

The Department of Physical Therapy encourages students to network with alumni who attend local and state physical therapy association meetings. Students are encouraged to connect through social media with physical therapy clinicians in the professional community.

Many respiratory care alumni are currently in places of mid- to upper-management and actively seek graduates from Texas State to fill available positions.

**3.9 Broaden efforts to facilitate successful transition of students to the workplace and graduate/professional education.**

The College of Health Professions' students graduating from the programs have an employment range from 94-100%. Communication disorders reports 75% of the undergraduate graduates pursue graduate education.

The Clinical Laboratory Science Program began documentation of alumni who have achieved a graduate or professional degree. Since 2002, clinical laboratory science has documented 15 (or more) graduate degrees obtained by our alumni including MS, MHA, MPH, Pathologist's Assistant, Physician Assistant, PharmD, and PhD. The program is working with alumni from program initiation (1976) to determine complete data for this outcome.

The school of nursing continued to host a career fair in the fall for graduating seniors, inviting potential employers. Prior to the fair, intensive resume writing and interviewing skills workshops were conducted in conjunction with the student nurses organization. In the spring, three health systems were invited to meet with graduating seniors to discuss post-graduation internship programs.

**3.10 Continue faculty and student information literacy initiatives that support achievement of student learning outcomes.**

**3.11 Implement Personalized Academic and Career Exploration (PACE) to foster retention and success.**

**Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.**

**4.1 Attract and retain a diverse faculty and staff.**

**4.2 Remain a Hispanic Serving Institution that emphasizes retention and graduation.**

**The College of Health Professions' disciplines report a range of 20-38% Hispanic student enrollment in the cohorts. Retention rates for all students in the College of Health Professions range from 89-100% for undergraduate programs and 86-100% for graduate programs.**

**4.3 Enhance recruitment, retention, and support programs for all racial, ethnic, and international groups.**

**The College of Health Professions' student diversity profile is: 8% Black, 24% Hispanic, 5% Indian/Asian, 61% White, 2% Other.**

**Ongoing targeted recruitment, remediation, mentoring, and faculty-student advising provides support for positive outcomes.**

**4.4 Expand efforts to promote diversity and inclusion among all faculty, staff, and students.**

**A number of activities in the College of Health Professions support this goal. The Department of Communication Disorders held its second annual CDIS Diversity week in 2012-2013 in an effort to promote diversity and inclusions. A week-long series of events were offered for faculty, staff, and students.**

**The Texas Higher Education Coordinating Board grant received by health information management provided opportunities for minority students to continue with their education and acquire skills to be successful as they progressed from the associate degree in Health Information Technology to the BSHIM.**

**The St. David's School of Nursing hosted and participated in events with the area middle schools, which have a large Hispanic population. In January 2013, two faculty and twenty students participated in a mission trip to Nicaragua. For December 2013, the number of participating students has increased to 20 senior level students.**

**4.5 Seek historically underutilized business suppliers.**

***Goal 5: Develop and manage human, financial, physical, and technological resources effectively, efficiently, and ethically to support the university's mission.***

**5.1 Increase average full-time staff salaries at all ranks.**

**5.2 Increase number of full time staff.**

**5.3 Attract and retain highly competent staff by providing annual merit increases based on performance.**

**5.4 Maintain a physical setting that presents Texas State as a premier institution.**

**5.5 Implement the Campus Master Plan update for 2012-2017 to ensure it meets the needs of the University.**

**5.6 Expand and support professional development opportunities for faculty and staff.**

**5.7 Continue support for structured, standards-driven web course development and programs that enable faculty to appropriately integrate technology into the teaching-learning process.**

**The College of Health Professions' faculty in the programs of communication disorders, physical therapy, and radiation therapy have participated in ITAC workshops.**

**The College of Health Professions' programs utilize TRACS to support all coursework and faculty utilize several web-based continuing education programs for both personal and coursework.**

Health information management has one faculty participating in the Sloan-C program to improve the quality of on-line education.

The St. David's School of Nursing opened in fall 2010 with laptop requirements and computer literacy expected of all students and faculty. The goal is to conduct the majority of the classes in a paperless environment with powerpoints, note taking, papers, etc. taking place on TRACS. The simulation laboratories are prime examples of integration of technology into teaching as nursing has become a high tech profession with electronic health records, automated medication systems, and high fidelity training simulation to facilitate consistent quality in patient care. The MSN program in development during 2012-2013 follows best practices of online learning and has been developed in conjunction with Instructional Technologies Support.

5.8 Reduce deferred maintenance in existing facilities.

5.9 Improve processes outlined in SACS *Principles of Accreditation* to ensure ongoing compliance with standards, while continuously improving overall educational quality.

5.10 Maintain coordinated assessment processes that assist university stakeholders in multiple assessment activities, including strategic planning, student learning and success, and program excellence.

5.11 Effectively utilize alumni and external constituents to influence and generate human and financial capital opportunities.

Alumni and external constituents are established and maintained through the College of Health Professions' academic units. The Department of Communication Disorders is engaging in steps to generate employment and professional development opportunities by utilizing alumni. The Department of Communication Disorders' FaceBook page was developed as a first step to engage more alumni.

The Clinical Laboratory Science Program utilizes both alumni and clinical affiliates to provide in-kind donations of equipment and laboratory consumables for student use in clinical learning. Clinical laboratory science also utilizes alumni and clinical affiliates to provide guest lectures,

**laboratory tours, and workshops for student learning.**

**The Department of Health Information Management maintains an alumni email distribution list. Alumni are invited to a Texas State health information management alumni reception each year during the state convention.**

**The Department of Physical Therapy established two new physical therapy scholarships this year - the Barbara Melzer Scholarship and the Warm Springs Foundation Scholarship. In addition, the Barbara Melzer Endowed Professorship was also established this year.**

- 5.12 Assess the needs and opportunities to refine Alkek Library utilization to improve support for the achievement of faculty and student instructional and research outcomes.**

**The College of Health Professions' academic units worked closely with the library staff to purchase and maintain materials to support teaching and learning needs of faculty, students and staff. Funds have been allocated to build resources available to students and faculty 24/7 from anywhere with computer access.**

- 5.13 Ensure regulatory compliance, environmentally responsible practices and the efficient use of energy and water resources.**

- 5.14 Leverage Enterprise Resource Planning (ERP) and other technology investments to continually improve campus business and instructional support activities.**

- 5.15 Complete the Pride and Action campaign plan to achieve the goal.**

- 5.16 Promote a safe and secure environment.**